



# Washington State Apprenticeship & Training Council

## Third Quarter 2017 Report **July – September**

*October 19, 2017*

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[www.Lni.wa.gov/TradesLicensing/Apprenticeship](http://www.Lni.wa.gov/TradesLicensing/Apprenticeship)

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## Highlights from the July 2017 WSATC Meeting

### NEW STANDARDS (PROVISIONAL REGISTRATION):

<b>Atarashii Apprentice Program</b>	School Bus Mechanic:	
	SOC: 493031.00	6,000 HOURS
	Cosmetology:	
	SOC: 39-5012.00	3,000 HOURS
	Esthetics:	
	SOC: 39-5094.00	2,000 HOURS
	Barber:	
	SOC: 39-5011.00	2,000 HOURS
	Manicurist:	
	SOC: 39-5092.00	2,000 HOURS
	Hair Design:	
	SOC: 39-5012.00	2,000 HOURS

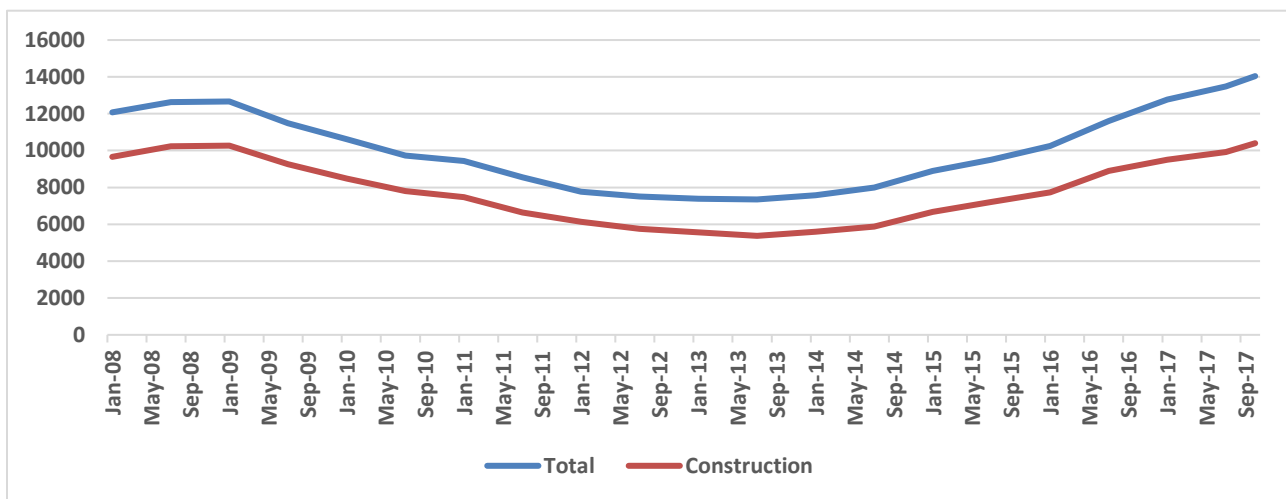
### NEW STANDARDS: (PERMANENTLY REGISTERED)

N/A	
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# Apprenticeship by the Numbers

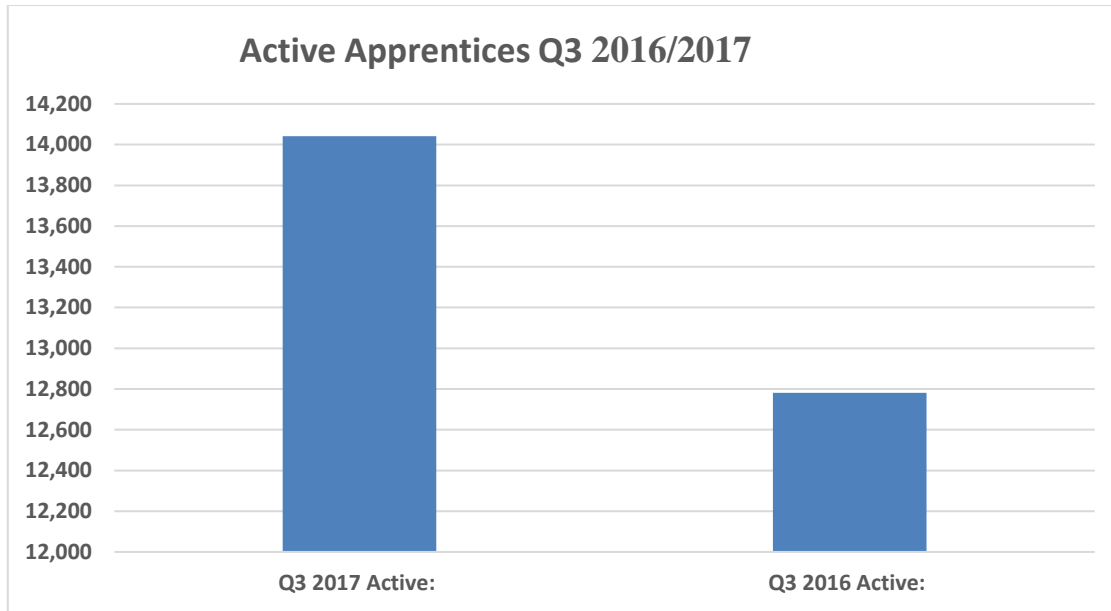
There were **16,877** active apprentices for the 12-month time period ending September 30, 2017 of which **1,547** were female and **6,076** were minority. Over the last quarter (July- October 2017), there were **14,042** active apprentices. All data valid as of 10/11/2017.

Active Apprentices (January 2008- September 2017)

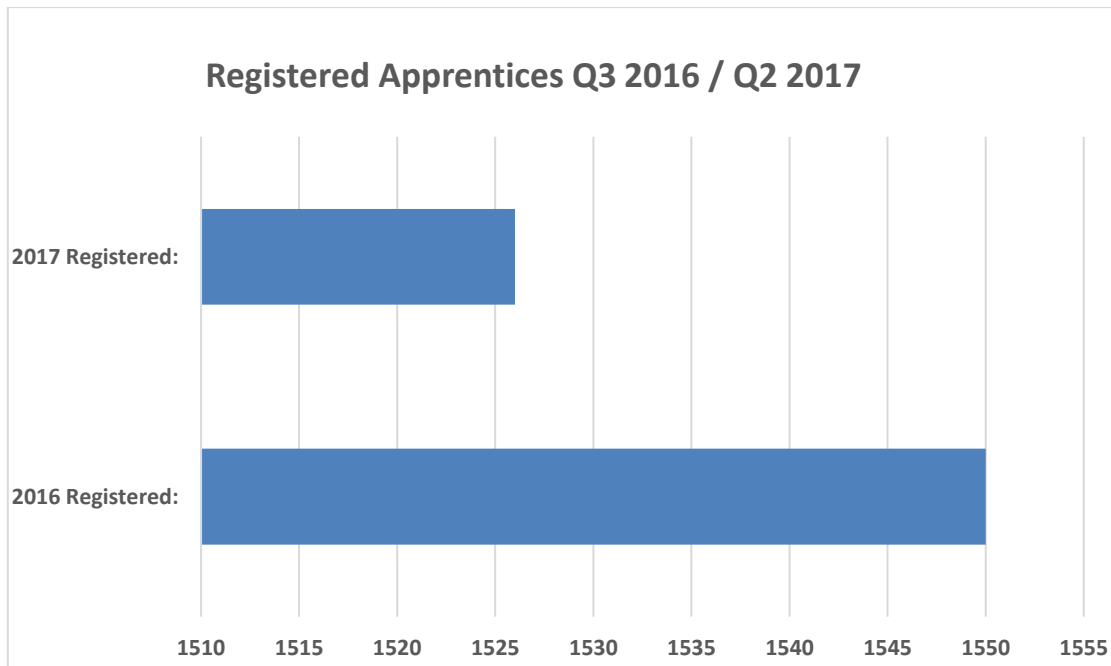


## APPRENTICE ACTIVITY (JULY - SEPTEMBER 2017):

- **14,042** Active Apprentices during the time period
- **237** Individuals were issued completion certificates
- **339** Individuals were cancelled
- **1,526** Individuals were registered as Apprentices

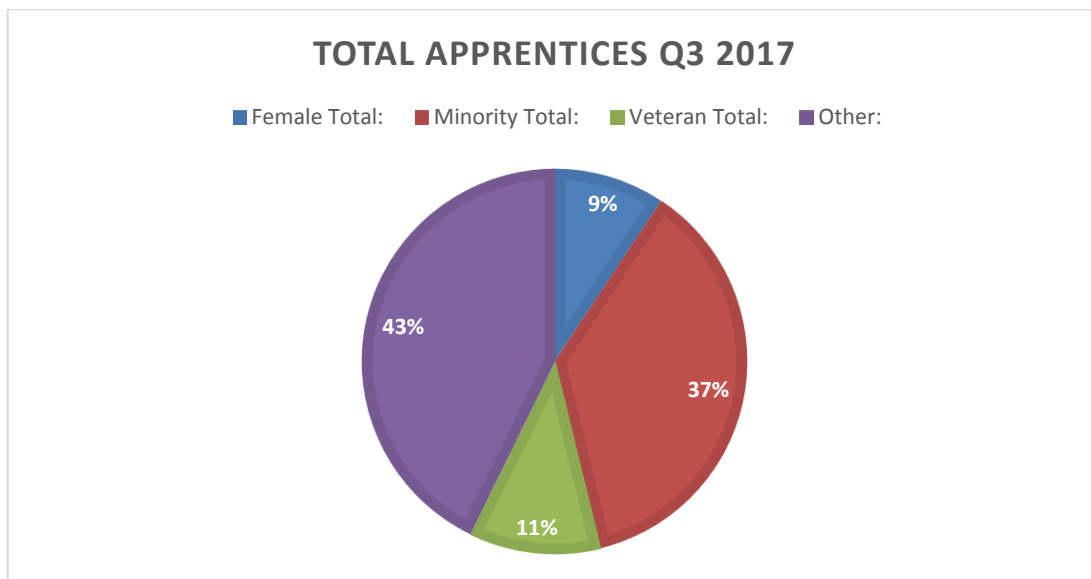


Q3 2017 Active:	14,042
Q3 2016 Active:	12,782



2016 Registered:	1550
2017 Registered:	1526

MINORITY, FEMALE AND VETERAN PARTICIPATION (JULY - SEPTEMBER 2017):



- **1,271** Active Female Apprentices
- **5,017** Active Minority Apprentices
- **1,508** Active Veteran Apprentices
- **14,042** Q3 Active Apprentices Total



# Quarterly News and Events

## AJAC Youth Apprenticeship Update

John Aultman, Senior Education Policy Advisor to Governor Jay Inslee, recently visited Tool Gauge for a listening tour with Clint Folyer (Shop Supervisor) and apprenticeship coordinators from the Aerospace Joint Advisory Committee (Bri Durham and Tracey Turcotte). Tacoma Youth Apprentice Raquel (Junior at Stadium High School) explained advanced manufacturing processes from print development in the design shop, to production of “one-off” specialized parts at her CNC machining station.

Raquel completes a 40-hour workweek during intermittent summer months, as a Registered Youth Apprentice with the Washington State Department of Labor & Industries.

Enhanced State funding for Career and Technical Education supports workforce development for in-demand family-wage jobs in the regional aerospace industry.



John Aultman and Raquel discuss Registered Youth Apprenticeship.

## Karen Dhaliwal Receives Award for Re-Entry Work

Finding a meaningful career after incarceration is tough. That is where Bates Technical College's Apprenticeship Navigator Karen Dhaliwal steps in. Her role in helping those individuals find long-term jobs in the apprenticeship field was recognized at the annual Community Partnership for Transition Services (CPTS) Summer Institute.

The organization, made up of agencies and individuals who support successful transition for people returning to Washington's communities after incarceration, honored Dhaliwal with the

Rookie of the Year Award.

"I'm excited to receive this award, and I'm inspired by the work we do at Bates," she said.

"My coworkers and I genuinely care about easing barriers to success and helping our students manage their approach to life and finding a rewarding career," said Dhaliwal.



***Congratulations, Karen!***

Karen received a CPTS Summer Institute award for "Rookie of the Year".



## Inaugural SMART Heroes Program puts Military Veterans to Work

Being discharged from the military can be exciting, but the unknowns and uncertainties of civilian life can also be scary. Luckily for eight U.S. military soon-to-be-veterans, as well as many more to come, the unionized sheet metal industry has made easing that transition a top priority with the establishment of the SMART Heroes Program. On a crisp fall morning Oct. 3rd, dignitaries from across the United States gathered at the Western Washington Sheet Metal JATC DuPont Training Center to honor the program's first graduating class.



SMART Heroes inaugural class on graduation day.

Special visitors joined Local 66 leadership for the graduation: Joseph Sellers, Jr., General President of [the International Association of Sheet Metal Air, Rail and Transportation Workers \(SMART\)](#); Joseph Lansdell, President of [Sheet Metal and Air Conditioning Contractors' National Association \(SMACNA\)](#); James Page, Administrator for the International Training

Institute (ITI) for the unionized sheet metal, air conditioning and welding industry; Charles Mulcahy, SMART Director of Contractor Affairs; Cyrus Habib, Washington's Lieutenant Governor; Vincent Sandusky, CEO of [SMACNA](#); Angela Simon, Vice President, SMACNA; Bruce Dammeier, Pierce County Executive; Rachel Roberts, Washington State Veterans Affairs; Don Steltz, Local 66 Western Washington JATC Administrator; Tim Carter, Local 66 Western Washington Business Manager; and more.

Launched Aug. 15th, the SMART Heroes Program was established to provide free sheet metal industry training to enlisted U.S. Military men and women who plan to enter civilian life within the year, thereby assisting in a successful transition into the civilian workforce.

"They deserve that opportunity, and we're happy – fortunate – to be able to give it to them," said Sandusky, who added that military veterans have many qualities any employer would be happy to have – a sentiment echoed by all of the program's leaders. "We've got people who understand what it takes to get things done," he said.

"Military veterans have the ideal qualities we look for in candidates for our apprenticeship programs -- work ethic, maturity and discipline, to name a few," Page said. "Their skills acquired during their time of service can easily be applied on the work site, and it is our honor to assist these U.S. heroes as they transition to civilian life."

The ITI, which develops the curricula for more than 150 sheet metal training facilities across the United States and Canada, developed a training program specifically for veterans transitioning from service, and all training is focused on areas experiencing the greatest market demand: industrial/welding, architectural, testing, adjusting and balancing (TAB) and detailing.

"I don't know a contractor out there who wouldn't want your skills," Lansdell told the graduates during the ceremony. "You're going to be a leader of the pack." Adjacent to Joint Base Lewis-McChord, the Western Washington Sheet Metal JATC seemed the ideal host for the inaugural

SMART Heroes class. While seven of the graduates work out of McChord, Trey Freitag of the U.S. Navy drove 40 minutes from the Navy's Bremerton base every day for a 6 a.m. start time. "That's the value he places on this," said Gary Olson, a career coach and teacher with Insignia Federal Group, which administers the Military's Transition Assistance Program.

"It's great to see the enthusiasm," Sellers said. "It reminds me of the enthusiasm I had when I was an apprentice."

During his speech at the ceremony itself, Sellers told the graduates, "It will be a great career for you, as it has been for me."



Don Steltz addresses the graduating class and visitors.

Surprisingly to some, graduates were of all military ranks and years of enlistment: Richard Quintana, U.S. Army, 27-plus years of service; Freitag, five-plus years of service; William

Castillo, U.S. Army, 19 years of service; Juan C. Perez, U.S. Army, four-plus years of service; Joshua Buckley, U.S. Army, nearly 12 years of service; Barry Barker, U.S. Army, 23 years of service; Ethan Eastling, U.S. Air Force, nearly six years of service; Ryan Arce, U.S. Army, two years of service.

“That sends a really strong, powerful message – that we have folks transitioning out of the military, not just who are young men early in their military career, ready to go start a new career, but people who have had very successful careers in the military and are about to embark on another very successful career,” Dammeier said during the graduation.

“This program is probably the most excellent fit to one of the biggest industry problems we have: finding qualified workers,” Lansdell said.

SMART established the program with SMACNA, in collaboration with the ITI, SMART Local 66, SMACNA Western Washington, Western Washington Sheet Metal JATC and Helmets to Hardhats. The McChord Field Education & Training Center provided support to the program by helping identify and screen potential candidates.

“This is a model for our entire country,” said Habib, who noted how difficult it can be to get numerous organizations to work together, which can be confusing for veterans trying to navigate through it all as they transition to civilian life. “It gives me so much joy to see that happening here.”

Dammeier echoed Habib’s sentiments on the importance of partnerships.

“This is a significant partnership between labor and management, coming together to deliver not only for their industry, but also for you, and everybody who follows you, who has served our country well and now is looking to move onto that next phase of life,” he said to the graduates.

While still enrolled in (and, thus, paid by) their respective military branch, program participants complete a seven-week course to receive the equivalent of their first-year sheet metal apprentice training (224 hours).

“Thirteen months ago, this was just a vision,” Sellers said. “Now that vision is a reality.”

Not only is it a reality, but it’s moving full-steam ahead. Thanks to word of mouth, the next class, which will begin Oct. 17th, is at capacity with 15 enrollees.

Upon discharge from service, these graduates may choose to enter any of the 150-plus SMART apprenticeship programs in the United States and be provided direct entry and advanced placement as a second-year sheet metal apprentice, including a high probability of obtaining second-year apprentice wages and benefits.

“Some [members of the military] have never interviewed for a job before,” Olson said. “Can you imagine the stress this takes off their shoulders?”

Sellers spoke along similar lines. “We took that brick out of their backpack,” he said.

Nearly 250,000 service members transition out of the armed services every year. Many of these veterans have an interest in the building and construction trades and have registered with the Helmets to Hardhats program. It is the intent of the SMART Heroes Program to work closely and cooperatively with Helmets to Hardhats to ensure veterans have a broad selection of construction trades available to them if they complete the program and decide the sheet metal industry is or is not the correct fit. Therefore, the initial step for military personnel who are interested in the SMART Heroes Program is to first register with Helmets to Hardhats.

Upon the ongoing success of Western Washington’s SMART Heroes program, SMART Heroes creators intend to pursue SMART Heroes program partnerships with military bases throughout the country.



## New Staff in Apprenticeship

Justin Whitaker joined the Apprenticeship Section in Tumwater on July 24<sup>th</sup> as a Data Compiler.

Justin spent nine years in the Army as a Supply Sergeant where he was responsible for \$10.8 million dollars of equipment while in Iraq. Keeping track of the 16,877 Active Registered Apprentices and 160 active programs in the State of Washington should be a piece of cake compared to that.

Justin will be taking advantage of L&I's Infant at Work Program. His daughter Ruby will begin her apprenticeship in November when she is six weeks old.



Justin and his new apprentice, Ruby Ophelia.

## Welcome baby Levin Henry!

The AAG for the WSATC Council, Will Henry and his wife, Gwen welcomed baby Levin Reid Henry on September 7, 2017. He arrived on the scene at 10:43 am, weighing in at 7 lbs, 12 oz and 20.25 inches long. Healthy from the start and already a good eater. Both mom and baby are doing great. Dad is freaking out. Will is taking paternity leave in January & February. He's hoping to start Levin's law education then. Please welcome Levin Reid Henry to the world.



Will and his son, Levin Reid Henry.

# Upcoming Events

## December 2017

**December 4, 2017**

### **Last Day for Request of Revision of Standards**

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the January 2018 Washington State Apprenticeship and Training Council Meeting.

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## January 2018

**January 17, 2018**

### **Compliance Review & Retention Subcommittee Meeting – WSATC**

Time: 10 a.m. to Noon

Location: Department of Labor & Industries - Auditorium

1 p.m. - Washington State Apprenticeship Coordinators Association meeting.

2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.

3:30 p.m. – Community and Technical College (CTC) Apprenticeship Coordinators Meeting.

**January 18, 2018**

### **Washington State Apprenticeship and Training Council Quarterly Meeting**

Time: 9 a.m.

Location: Department of Labor & Industries - Auditorium

7273 Linderson Way SW

Tumwater, WA 98501

Phone: 360-902-5320

For additional information and copies of the agendas, please contact the L&I Apprenticeship Section at **360-902-5320**, or E-mail [Apprentice@LNI.WA.GOV](mailto:Apprentice@LNI.WA.GOV)

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